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Whistleblower Policy

Federal law includes in the definition of a whistleblower one who discloses allegedly fraudulent conduct to a federal regulatory or law enforcement agency, a member of Congress, or any committee thereof.

The Indiana Academy of Nutrition and Dietetics (IAND) is strictly required under the law to be certain that any person acting in good faith as a “whistleblower” will not suffer any retaliation or adverse repercussions by virtue the disclosure.

Notwithstanding the specific provisions of the various laws, IAND fully acknowledges the need for a policy that encourages – and does not at all discourage – its members, leadership, and employee(s) to bring to its attention any instances in which IAND is failing to comply with the law. IAND will not permit any retaliation or punishment directed against an individual who acts in good faith to bring to IAND’s attention what the individual reasonably believes to be a violation of the law. Violations of the law by IAND serve only to create exposure to IAND for the expenditure of resources and possible liability. It is completely in IAND’s interest to recognize, address, and correct any conduct that constitutes a violation of the law.

Individuals who wish to report possible violations of the law should do so without fear of reprisal, but they should take care to report them to appropriate personnel or leader, which will include any member of the Board of Directors.

It is also IAND’s policy that any good faith report or complaint will be fully and honestly investigated and evaluated. Where the conduct identified indeed constitutes a violation of the law, IAND shall immediately take prompt and remedial steps to ensure that the conduct is discontinued. Where practicable, IAND may share the results of the investigation with the person who brought the conduct to its attention, but it shall have no duty to do so. Correspondingly, if the conduct is found not to be a violation of the law, or otherwise wrongful or unethical, IAND will, depending upon the circumstances, provide to the whistleblower an explanation of why it reached that conclusion.

General

IAND’s compliance policies require the board of directors and employee(s) to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. Employee(s) and representatives of IAND are expected to practice honesty and integrity, in conjunction with the Academy of Nutrition and Dietetics [Code of Ethics](#), in fulfilling our responsibilities and comply with all applicable laws and regulations.

Duty to Report Wrongful Conduct

It is the responsibility of the board of Directors and employee(s) to report all suspected or actual wrongful conduct in accordance with this Whistleblower Policy. Wrongful conduct might include violations of federal or state law; serious violations of IAND policies; questionable accounting reports or internal controls; unethical business conduct; instances of dishonesty or fraud; sexual harassment; or discrimination in accordance with race, gender, sexual preference, religion, national origin, or disability; or other serious improprieties that might impact the integrity, reputation, legal status, or effective operation of IAND.

Prohibition against Retaliation

No IAND member, board member, or employee who, in good faith, reports wrongful conduct, including a violation of the law or of any of IAND's policies, shall suffer harassment, retaliation or adverse employment consequences as a result thereof. An employee who takes retaliatory action against someone who has reported a violation in good faith is subject to disciplinary action up to and including termination of employment. This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns within IAND prior to seeking resolution outside the organization.

Accounting and Auditing Matters

The Finance and Audit Committee of the Board of Directors shall address all reported concerns or complaints regarding corporate accounting practices, internal controls, or auditing. Any officer of IAND shall immediately notify the Committee of any such complaint and work with the committee until the matter is resolved.

Requirement of Good Faith

Anyone filing a complaint concerning a violation or suspected violation of law or policy, in order to come within the scope of this Whistleblower Policy, must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and to have been made maliciously, without reasonable basis, or with knowledge of their falsity will be subject to disciplinary action up to and including termination.

Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant. While complaints or concerns may be submitted anonymously, individuals are encouraged to identify themselves in order to increase the credibility of the submission and to facilitate follow-up investigation. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

The Compliance Officer, the IAND board member, to whom a complaint or report is sent, will notify the sender and acknowledge receipt of the reported violation or suspected violation within ten business days. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.